



The Lightning Bolt

A Publication for Employees and Retirees of Northwestern Steel and Wire Company

A Look Inside

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The 14 Inch Mill has become the only domestic supplier of two new size flats.

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New choices in safety eyewear combine greater eye region protection with comfort and style.

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New Member Added to "50+" Group

Jose Olalde becomes first hourly employee in Company history to retire with 50 years.

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Northwestern Honored for Environmental Achievements



Northwestern was recently honored for their environmental achievements by BetzDearborn, an international supplier of specialty chemicals for treating water, wastewater and process systems. Pictured from left to right are Phil Harizal (Betz), Pat Prader (Betz), David Long, Richard Way, Niels Lewis (Betz), and Joe Garcia (Betz).



Richard Way, President and COO, receives the prestigious ROE Award on behalf of Northwestern from Pat Prader, Vice President for Corporate Marketing at BetzDearborn. The ROE Award recognizes significant environmental, health and safety achievements, and is given to a select few out of 20,000 BetzDearborn customers worldwide.

On April 13, Northwestern Steel and Wire Company received a special honor for environmental achievements from one of our vendors, BetzDearborn Inc., an international supplier of specialty chemicals for treating water, wastewater and process systems. Among other assignments, BetzDearborn has been helping us improve the quality of water in our recirculating cooling pond.

During luncheon ceremonies at the Holiday Inn in Rock Falls, BetzDearborn's prestigious Return on Environment (ROE) Partnership Award was presented to Richard Way, President and Chief Operating Officer, and Dave Long, Environmental Manager, by Pat Prader, Vice President for Corporate Marketing at BetzDearborn.

In his remarks, Prader said, "The ROE Award gives us an opportunity to publicly recognize companies who do something positive for the environment. By persisting in their efforts to continually improve the quality of recycled cooling water, the Northwestern/BetzDearborn team not only improved plant operations, but assured that water going into the Rock River is higher in purity than required by the Illinois EPA. Through its responsible

citizenship, Northwestern Steel and Wire has assured its environmental compliance while increasing plant efficiency and reducing operating costs."

William R. Cook, Chairman, President and CEO of BetzDearborn, also congratulated Northwestern personnel and BetzDearborn Sales Representative Phil Harizal for "substantial, verified savings and environmental gains" in a congratulatory letter to CEO Tom Gildehaus.

continued on page 2

Something's New!

Check out our new Web Site
<http://www.nws.com>

The Chairman's Office

Tom Gildehaus, Chairman and CEO
Richard Way, President and COO

Dear Fellow Employees,

The Bayou merger attempt is over. While we worked hard to accomplish this merger, at the last minute Bayou insisted on certain conditions to closing the merger that our Management and Board could not agree to as being in the best interest of all our stakeholders.

Obviously, Management and our Board thought a merger with Bayou was a good opportunity for Northwestern, or else we would not have worked as hard as we did to try to make it happen. But the failure of the merger attempt in no way implies failure for our Company.

Thanks to a lot of smart and hard work by all of us, and a very favorable market, we are having a good year in our steel operations. This has allowed us to be in a position to significantly reduce our short-term debt and to strengthen our balance sheet. When we reach agreement with our USWA Partners and can move to implement the new plans for our Wire Operations, we will stop the losses in that part of our business.

The merger discussions had a cost. We stopped work on the development of our internal plans as a stand-alone business for some ninety days while working on the merger. Now we have returned full steam to develop our plans and the financing required to implement them.

A new mill is very important for us to be able to be cost competitive in the 21st Century. We are working hard to define what a new mill should be, what products should be produced, how much it will cost, what conversion costs will be and what financial returns we can expect. We are also in discussions with several financial institutions to determine the opportunities available to refinance our existing long-term debt and raise additional capital to support a new mill. We will also be working with our USWA Partners to define and implement new ways of working more cost effectively in support of the requirements for a new mill and debt refinancing.

The coming months will be extremely important ones for us as we move through the planning process and put into place all the elements necessary to implement a strategic plan which will make us cost competitive in the 21st Century. We will need the cooperation and support of all our employees to make it happen!

Sincerely,

Thomas A. Gildehaus

Chairman and Chief Executive Officer

Environmental Achievements continued from page 1

BetzDearborn personnel who also contributed to the successful treatment program included Niels Lewis, Account Manager, and Joe Garcia, Operating Technician. Contributing from the Northwestern team were Dave Long, Environmental Manager, Karrol Phillips, Environmental Supervisor, and Evan Buskohl, Environmental Engineer.

The ROE Award is presented worldwide to a select group of industrial, commercial, and institutional establishments whose strong working relationship with BetzDearborn has resulted in significant environmental, health, and safety benefits, while reducing operating costs. The unique handcrafted Irish crystal globe depicting the earth enclosing a chemical flask symbolizes BetzDearborn's belief that environmental compliance and profitability are perfectly compatible goals. The award is on display at Northwestern's visitor reception area.

The ROE Award has been presented since 1992. The selection process begins with the presentation each year of 48 Chairman's Awards to those BetzDearborn Sales Representatives who have done the most to help customers improve productivity and profitability. Approximately 20,000

BetzDearborn customers worldwide are surveyed for these awards. The Chairman's Award is unique in industry because it recognizes a salesperson for helping customers save money, rather than for helping them spend more.

The pool of Chairman's Award winners is then screened for customers whose partnership with BetzDearborn has also resulted in significant environmental, health and safety benefits. These customers are nominated for ROE Award consideration. About 12 companies are chosen for ROE Awards each year by a special committee that evaluates their detailed case histories.

In their award-winning project, Northwestern worked in partnership with BetzDearborn to improve the quality of water in the recirculating cooling pond by implementing a multiple polymer treatment program that reduces oil and suspended solids by 70%. In addition to its increased effectiveness, the new treatment program saved Northwestern the cost of a major capital investment in mechanical filtration equipment.

The new treatment program significantly improved the quality of water returned to the Rock River. The improved cooling pond water quality also reduced maintenance downtime

due to operational problems, decreased the amount of chemicals required for water treatment, and allowed more process water to be reused in plant systems, reducing the need for water drawn from municipal wells.

The Lightning Bolt

The Lightning Bolt is published as a source of information for employees of Northwestern Steel and Wire Company.

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Life Goes On

The loss of a human life is always a tragedy. But even in the midst of tragedy, it's possible for something positive to come from death - a new life for someone else through organ and tissue donation.

Each day, eight to ten people in the United States die while waiting for a transplant. And every 30 minutes, another person is added to the waiting list. Here in Illinois, more than 3,200 people are in need of life-saving transplants, but there are not enough donors to fill the need.

By becoming a potential organ and tissue donor, you can make all the difference. Anyone of any age, race or gender is eligible to be considered as a donor. Simply follow these few steps:

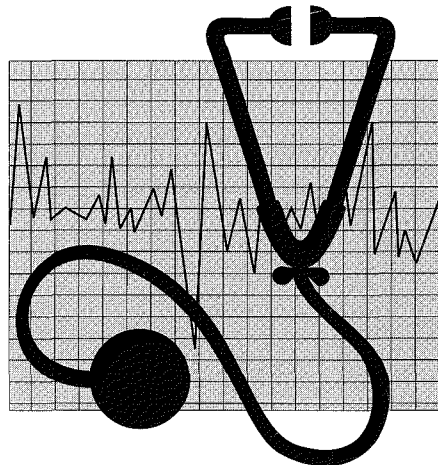
- Sign the back of your Illinois driver's license or ID card with a ballpoint pen directly on the plastic. Have it signed by two witnesses, preferably family members.

- Sign up for the Secretary of State's Organ/Tissue Donor Registry when you visit a Driver Services Facility or by calling 1-800-210-2106.

- Tell your family of your decision. Hospitals need next of kin consent before organ/tissue donation can occur.

If you would like more information about organ donation, please contact:

Secretary of State George H. Ryan
Organ Donor Awareness Program
2701 S. Dirksen Parkway
Springfield, IL 62723



Heckman Named Teacher of the Year

Ideashop, a resource for Bible Teachers, has named Merle Heckman its 1998 Teacher of the Year. Heckman has taught Sunday School at the Church of Christ Congregation in Sterling for 35 years. He was nominated by Jessie Wilson, wife of retired Brickmason Jack Wilson, and other teachers from that congregation.

Currently, Merle teaches the adult class, but has instructed other students from the junior high level up. He estimates that he spends approximately three to five hours each week preparing one lesson.

"I'm not a lecture type teacher, and I like full discussions. Sharing in everyone's ideas is where we learn," the 24 year Northwestern employee explained.

Merle says he began teaching when other men in the congregation encouraged him. He assisted other instructors before getting his own class. Merle says he was shocked but pleased when he got the honor.

As Training Coordinator at Northwestern, Merle still finds time for other church related activities. He is a deacon, in charge of Bible School, teaches both Sunday and Wednesday classes, preaches on a regular basis, leads singing, and is on the board of directors at Shultz-Lewis Children's Home, Valparaiso, Indiana, and is involved in community activities.

Jessie Wilson said in her nomination that Merle shows concern for those who are absent by calls and cards and he delivers food to those who are sick. He also helps with the needs of elderly family members and takes boxes of food to shut-ins. To honor other teachers, Merle sponsors a Teacher's Appreciation Night.

The Gospel Advocate Co., publishers of Ideashop, honored Merle with a plaque noting his achievement and a \$100 gift certificate. The Church of Christ Congregation also was awarded a \$100 gift certificate to be used toward the purchase of Bible class materials.

Northwestern Nails "Fail" Science Project



Vern Tichler, a Nail Operator at Northwestern, recently received a phone call with an unusual twist - Northwestern's nails failed to rust.

His call originated from California and was placed by a father whose son was doing a science project concerning nails and the rate at which they rust. The father explained to Vern that the child was using three containers - one that was exposed only to air, one that contained salt water, and one that was filled with plain water. The basis of the project was to see what effect the elements would have on steel.

The father asked Vern why the nails from Northwestern Steel and Wire would not rust. He proclaimed that they must be just too good.

Although Vern said he was heartened to hear this, he instructed the caller that Northwestern nails are coated with Nortex 3025, an invisible coating to prevent rusting. Vern explained that if the nails were rubbed with steel wool or immersed in dish soap, he and his son might be able to see results in a day or two.

Satisfied, the father said they would clean off the nails and hopefully see some results so the science project could be completed. Hopefully our quality product produced a quality grade for the student from California.

14 Inch Mill Produces New Products

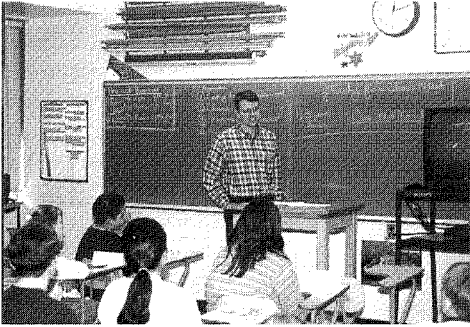
The 14 Inch Mill has become the only domestic supplier of two new flat sizes. Flats measuring 2 by 10 inches and 3 by 9 inches were rolled on February 20 with good results, according to Randy Wolber, Manager of the 14 Inch Mill.

Currently, there is no other company in the United States rolling these sizes. Anyone who needed them had to buy foreign steel. The only supplier of the 2 by 10 inch flat was in Poland. Northwestern's production has allowed its customers a source for the domestic product, and it has been well received.

Wolber explained that rolling these sizes is "a new frontier" for the 14 Inch Mill, which required widening of the hot bed to roll the new products. He predicts that there will be more new sizes to add to the 160 different sizes of flat products now ordered.

Rolling of the new sizes was facilitated by the successful, temporary shutdown of the 14 Inch Mill last November. During the outage, the cooling bed was revamped, the furnace floor rebuilt, and general mill work performed. These upgrades allowed the 14 Inch Mill the capability to produce a wider range of products.

Dan Potts Applies Working Knowledge to Classroom



Dan Potts presents a Junior Achievement lesson to Seventh Grade students at Challand Middle School in Sterling.

Not many people would give up their lunch hour to teach basic business skills to a classroom full of 12 and 13 year olds. But Dan Potts, Industrial Engineering Manager, didn't mind skipping lunch once a week to share his knowledge with the seventh grade students, in fact, he enjoyed it!

As a dedicated Junior Achievement volunteer, Dan presented lessons to Loren Beswick's World Geography students at Challand Middle School in Sterling over a twelve-week period, finishing up in May. Following the Junior Achievement curriculum, he instructed students about business and the manufacturing process at the mill, and about the resources, material, and capital required to run a successful operation.

"We (Junior Achievement volunteers) try to use a lot of class participation activities and things that they can identify with. I bring in a lot of props and sample products and work with small groups and do exercises," Dan explained.

He admits it can be a struggle to keep the seventh graders' attention, but finds this age group easier to work with than the high school students he spent two years with in Fort Wayne, Indiana. As a Junior Achievement volunteer there, he says the juniors and seniors had less respect. Dan describes the seventh graders as more willing to learn and ask questions, and they seem to enjoy the lessons. One lesson the Challand seventh graders particularly enjoyed dealt with the manufacturing process in a hypothetical chocolate chip cookie factory.

Dan feels it is important to expose the students to the business world because eventually they will leave the world of academia. He enjoys his work and says many of the students seem excited to see him and call him by name.

That is the feeling expressed by Brad Hawk, Challand's principal, who says he received positive feedback from the students.

Although Junior Achievement has been used in Challand classrooms for approximately 15 years, this is the first year that all 12 seventh grade social studies classes have featured the curriculum. Before it was used only for those students in special projects or advanced classes.

Hawk believes that it is important to introduce the approximately 300 seventh graders to the concept of economics. He says it is important that the students have something different or out of the norm of their typical instructions to provide authentic learning. Someone in the field of business or industry can provide this.

Junior Achievement is introduced in the seventh grade, because students are more willing to ask questions at this age. "We also want to make sure they have more background knowledge (about economics) for their eighth grade year," explained Hawk.

Junior Achievement in Sterling is sponsored under the auspices of the Sterling Area Chamber of Commerce, Industry, and Agriculture. Northwestern assisted in the sponsorship of this program.

Dan feels this method of teaching students is so important that he would like to get others from Northwestern involved in Junior Achievement.

Bruce Jackson First to Complete Multi-Craft Program on His Own

Bruce Jackson is the first person at Northwestern to have successfully completed courses at Sauk Valley Community College on his own as part of the Maintenance Training Program, and in turn, recently obtained the job for which he bid.

Bruce bid out of the Ornamental Department in Plant 4 to the Millwright Department. He also recently finished a ten-week welding course at the Whiteside Area Vocational Center.

According to Merle Heckman, Training Coordinator, several others have completed the program and are waiting for a bid. He stated, "These people (going to school) really make a sacrifice because they have to trade shifts to be in the classroom and they have to pay their own way." However, if an employee successfully completes the course work and obtains the job for which they bid, that employee is reimbursed by the Company, as was Bruce.

Bruce said it was a little easier for him to complete courses because he had a straight day job. He attended school on Fridays after working four, twelve-hour days. Studying was completed whenever he could find the time.

Bruce is thankful for the opportunity to be involved in the Multi-Craft Training Program. He realizes that without it, he would have never had the chance at the Millwright position.

Congratulations, Bruce!

A Visit To The Classroom

East Coloma students receive a crash course on how Northwestern recycles and handles pollution

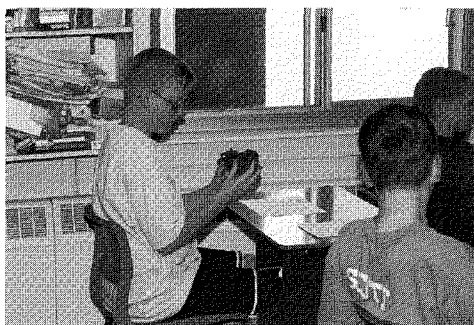


Dave Long (left) and Andy Moore address a group of 5th grade Science students at East Coloma School on pollution control, recycling, and how Northwestern does their part to comply with EPA regulations.

A group of fifth grade Science students in Mrs. Hildebrand's class at East Coloma School were recently schooled on how Northwestern handles its environmental responsibilities. As concerned citizens, they wrote letters to State Representative Jerry Mitchell over the amount of pollution Northwestern was reported to be emitting in an annual report released by the Environmental Protection Agency.

The largest part of emissions reported in the EPA annual report are impurities produced from the melting of scrap steel. Northwestern operates four large air pollution control devices to capture emissions which are generated in its melt shop during the production of steel. The smoke and dust captured by these systems are primarily iron oxide (rust) and lime dust. The amount of this dust that is generated and captured is directly related to production levels and air pollution control equipment efficiency. These pollution control devices capture over 100 million pounds of material that would otherwise be released into the air over Sterling and Rock Falls.

Over 99% of Northwestern's metal releases are contained in this solid air pollution control material which is stabilized and landfilled. The United States Environmental Protection Agency (USEPA) annual emission report does not differentiate between material that is released to the environment where public exposure is likely and material which has been placed into a secure permitted landfill where public exposure is unlikely. Although the USEPA reported higher emissions for Northwestern, the Company's pollution control systems captured virtually all of that increase, resulting in greater amounts of landfilled materials.



An East Coloma student carefully examines a piece of shredded scrap.

Representative Mitchell felt it best to have the experts at Northwestern explain the report and how Northwestern does their part to comply with EPA regulations. To address the concerns of the students, he invited Andy Moore, Vice President of Human Resources,

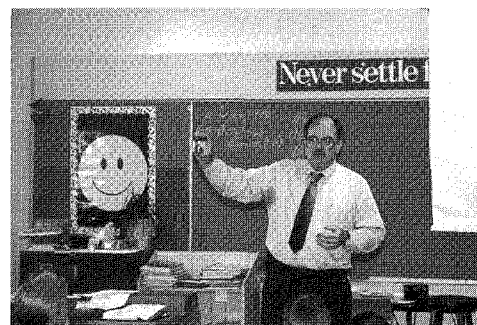
“More steel is recycled each year than aluminum, plastic and glass combined, making it the number one recycled material in the United States.”

—Andy Moore

and David Long, Environmental Manager, to join him on a visit to the classroom on April 24.

Representative Mitchell reminded the students of the importance of Northwestern to the community and the thousands of jobs “the Mill” provides both directly and indirectly. He said he felt it was important the students speak directly with mill officials as to their concerns, and introduced the officials he had invited to come with him. Short presentations were given by Andy and Dave, followed by a question and answer period.

Andy talked to the students about recycling and Northwestern's part in recycling. He presented two short videos, one of steel and steel recycling, and the other on the process of steelmaking from scrap metal. He told the students, “Steel mills are a major part of recycling



For a visual effect, Dave Long brought exhibits of various types of contained waste products, including raw sludge from the scrubbers.

in the country. More steel is recycled each year than aluminum, plastic and glass combined, making it the number one recycled material in the United States. Today's steel is environmentally friendly. Our raw material is entirely scrap so we recycle completely.”

Dave made a presentation on where emissions come from within the plant, and how Northwestern deals with them. He compared Northwestern's filtering system to a vacuum cleaner. “During the steelmaking process, dust and debris go through our baghouse — it's like our vacuum cleaner — it pulls out dust and dirt. Only our ‘vacuum cleaner’ moves 1.2 million cubic feet of air per minute.” He noted the baghouse pulls debris out of the air in the building. “The air in the furnace is pulled out of the furnace and washed by the scrubbers to remove impurities. There is one scrubber for each furnace. That wet clean air is then released through one of three stacks, as steam. There is always what appears to be a lot of white smoke being released from the stacks, but that smoke is actually steam. If the smoke is ever brown, that indicates the dirt has not been completely removed. If the smoke is red, that's mainly iron oxide or rust.”

For a visual impact, Dave also brought exhibits of different types of contained waste products, including raw sludge from the scrubbers.

Both Dave and Andy were very impressed by the intelligent questions posed to them by the students. They both enjoyed the experience. They left the children with a better understanding of how Northwestern does their part not only in recycling steel, but also in making sure the air and water we release complies with EPA regulations so it's safe for our families and the community.

New Employees

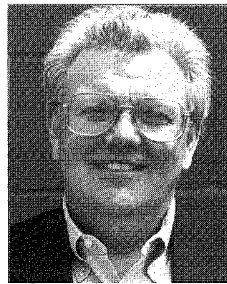


Thomas Hanley

Thomas Hanley has joined Northwestern Steel and Wire Company as General Supervisor, 14 Inch Mill, reporting directly to Randy Wolber, Manager, 14 Inch Mill.

Tom comes to us most recently from Birmingham Steel in Memphis, Tennessee where he was Rolling Mill Team Leader/Roller. Previous to that he worked at Northwestern's Houston Facility as Production Supervisor/Roller.

Tom holds an Associate of Science degree in Industrial Management from Navarro College in Corsicana, Texas and has certifications in Safety Management and Steel Mill Operation. Tom has also been trained in Total Quality Management, Statistical Process Control, OSHA Guidelines, HAZMAT, and materials handling.



William Ruffner

William Ruffner has joined Northwestern Steel and Wire Company as Director, Purchasing, reporting to the Office of the Chairman, with direct responsibility to Richard Way, President and Chief Operating Officer. In that capacity, Bill will be responsible for the entire Purchasing function, including scrap and utilities.

Bill has extensive experience in purchasing scrap and other commodities in the steel industry through posts he held at Youngstown Sheet and Tube Company and Caparo Steel Company. He also has experience in the brokering and sale of scrap at the David J. Joseph Company, Scrap Management International and Joseph Smith and Sons. Most recently, he was Director of Business Development at Philip Services Corporation in Pittsburgh, Pennsylvania.

Bill holds a B.S. degree in Business and an MBA degree, both from Youngstown State University.

New Appointments

Tony Clark

Tony Clark has been named Manager, 24-Inch Mill. Tony has been with Northwestern since 1993, serving in various capacities at the Houston 48-Inch Mill, including Manager of Operations. Most recently he has served as General Supervisor of the 14-Inch Mill in Sterling.

Jim Hall

Jim Hall has been appointed to the position of Shipping Supervisor on the 14-Inch Mill. Jim has eight years with Northwestern, working most of those years in the 14-Inch Shipping and Finishing areas.

Dan Potts

Dan Potts has assumed additional responsibility for the production and inventory control function of the Company as Manager, Industrial Engineering and Production and Inventory Control. Dan will continue to report to Dick Way, President and COO.

Tom Reddington

Tom Reddington has been named Director, Wire Operations. He will be responsible for the Company's Sterling, Rock Falls and Hickman wire facilities, reporting to the Office of the Chairman. Tom previously worked as General Manager of our Hickman facility.

Kermit Reins

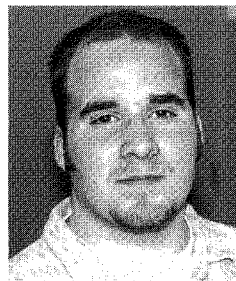
Kermit Reins has been named Manager, Wire Revitalization Project. Kermit will be responsible for oversight and implementation of the Wire Revitalization Plan developed by the Core Team and the Partnership Advisory Committee.

There's A New Face Among Us

Mike Ciaglia has been hired as a summer intern in the Industrial Engineering Department. He is a student at the University of Illinois in Urbana-Champaign enrolled in the Industrial Engineering Program with a Manufacturing option. Mike expects to get his Bachelor of Science degree in the year 2000.

Home-based in the Industrial Engineering office, Mike will spend a good portion of his time on the shop floor working on a productivity improvement project in the finishing end of the 14 Inch Mill.

Mike is from Lake Geneva, Wisconsin, where his family resides. His hobbies are sailing and softball.



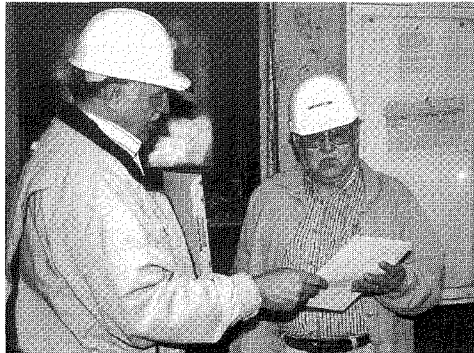
Mike Ciaglia

Jose Olalde Becomes Newest Member of Exclusive Group

On April 30, 1998, Jose Olalde Sr. (known as "Big O" to most) retired from Northwestern at the age of 72 with fifty years of service, joining an exclusive group of five "50+" retirees. Although Jose is the fifth person overall to accomplish this feat, he sets a record of his own becoming the first hourly employee in the Company's history to retire with fifty years.

Preceding Jose in the salaried ranks were Ray Joyce (50 years), Earl Shultz (51 years), Clarence Bauer (53 years) and W.M. Dillon (55 years).

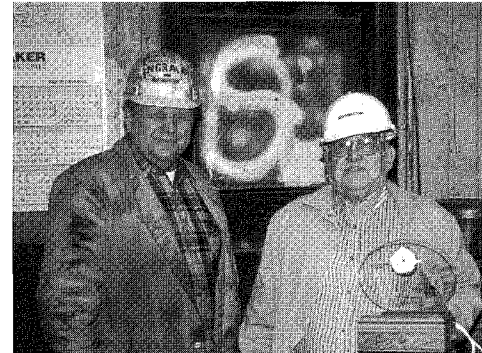
Jose started his career at Northwestern on April 24, 1948, and has always been in the Electric Furnace Brickmason Department. He began his employment as a laborer, and recently retired as a Brickmason. When Jose started, his brother, Guadalupe, was working in the Galvanizer at Northwestern. Jose's father, Juan, started working at Northwestern one year later in 1949, and retired on January 1, 1974, with 25 years. Another brother, Simon, who joined Northwestern a few years later, also retired from the Company.



Jim Boyer, Manager of Primary, presents Jose Olalde with his retirement certificate in recognition of 50 years of dedicated service to Northwestern.

The family tradition continues. Jose's son, Joe Olalde Jr., works as a Supervisor in the Nail Room and has been employed since 1970. The elder Olalde's grandson, Jimmy Garcia, works in the Wire Division also.

Jose's fellow employees honored him on his last day with a luncheon get-together and a cake. Jim Boyer, Manager of the Primary Department, presented him with a quartz anniversary clock and a retirement certificate in recognition of his long years of dedicated



Ron Young, Plant 2 Electrical, presents Jose Olalde with a lighted jade glass clock which he designed. The wood base was hand carved by Northwestern retiree Jim Rosenow.

service to the Company. In addition, Ron Young, a fellow employee, presented him with a lighted jade glass clock that he designed in recognition of Jose's accomplishment. The wooden base was hand-carved by Jim Rosenow, a retiree from Plant 2 Electrical.

Now that Jose's retired, he plans to vacation and fish. He also wants to spend time enjoying his 15 children, 36 grandchildren and 13 great-grandchildren. Sounds like he's going to be busy!

Congratulations, Jose!

Rock Falls Retirees Honor Centenarian

Approximately sixty retirees met on May 7th to honor Roy Jacobs, a long time retiree of Northwestern who recently celebrated his 102nd birthday. The luncheon party that was held at the Candlelight Restaurant in Sterling was organized by Kenneth Onken. Roy's son, Roger, also retired from Northwestern, accompanied his father to the luncheon.

John Ordean, a retiree of the Credit Department, was among those in attendance. He recalls a time several years ago at a retiree breakfast get-together when he had asked Roy about his longevity. Roy then remarked, "Had I known that I would have lived this long, I would have taken better care of myself." Obviously Roy's doing something right!

Roy and his son, Roger, are both retired from Northwestern, but a few relatives remain to carry on that family tradition. Kari Hansen, Timekeeping, and Rod Jacobs, Bundling, are both Roy's grandchildren. In addition, Barry Jacobs, 14 Inch Mill, is a great nephew.

Plant 4 retirees meet for breakfast on the second Wednesday of each month at 8:45 a.m. at the Red Apple Restaurant in Rock Falls. All retirees are welcome to attend these gatherings.



Roy Jacobs (center) recently celebrated his 102nd birthday at the Candlelight Restaurant in Sterling. Ken Onken (pictured far left) organized the get-together and approximately 60 Northwestern retirees were in attendance, including Roy's son Roger (pictured far right).

Work Safe Recognition

Congratulations to the following employees who were winners in the Work Safe Recognition Drawing. We commend everyone who came to work every day, worked safely and therefore qualified for the program.

JANUARY

Drawing Room: Eric Sodaro
Michael Hunt
Paul Brunk
Phil Gerbitz

Galvanizer/Agri: Brad Pollock
Stephen Raab
Kevin Kenady
Bruce Sanders
George Stange
Dale Howard
Steve Porter

Plt. 1 Maintenance: Al Reece
George Stange
Dale Howard
Steve Porter

Nail Room: Donald Janssen
Kenneth Smith
D. McCallister
Dionicio Olalde

Plt. 1 Shipping: Frank Lilly
Al Johnson
Angel Montanez
Sam Johnson

Plant 4: Alvin Eikenberry
John Rumley
Charles Briggs
Charles Cain

Service & Support: Ronald Latta
Michael Bryan
Ronald Rogers
Michael Gragert
Gale Moore
Michael Farmer
Ali Barrios
David Bushman

12-Inch Mill: Jeffrey Phillips
Ronald Terrock

14-Inch Mill: Mike Lewis
Mike Young
Alex Ramirez
John Zweifel
Jerry Marweg

24-Inch Mill: Alex Rios
Jeff Silva
Mike Ransom
James Mallicoat

24-Inch Shipping: Abe Estrada
Ray McCarty
Alan Beggerow
LaVerne Bennett

Primary: John Leach
Richard Leal
George Ransom
Patrick Cooney
Walt Wagner
Harold Crandall
Joel Canas
Louis Demay
Frank Miller
William Eberly
Dennis Anderson
Jimmy Mitchem
John Espinoza
Dennis Knapp
Arnulfo Lerma
James Halsne
David Herbon
Ramiro Escobedo
Frank Delgado
Louie Ramirez

Scrap/Mobile Eq.: Robert Daughtee
Lloyd Beckman
Rubin Garcia

FEBRUARY

Drawing Room: Leo Rodriguez
Al Royer
Allen Harden
Michael Molitor

Galvanizer/Agri: Glenn Landherr
Juan Valdez
Jamie Oberle
Nicholas Masini

Plt. 1 Maintenance: Kenneth Nusbaum
Randy Scott
Michael Kinnamon
Carl Lovgren

Nail Room: Dan Nelson
Dennis Eshleman
Matthew Webb
Mario Montanez

Plt. 1 Shipping: Richard Irion
Thomas Jones
LaVonne Pennington
Frank Dubiel

Plant 4: Joe Martinez
Jeffery Spotts
Kenneth Zemke
Rudy Edge

Service & Support: Benjamin Martin
Michael Hughes
Kenny Trobaugh
Thomas Myers
Donald Reglin
Eduardo Castello
Larry Irwin
Ali Barrios

12-Inch Mill: Steven Bohms
Juan Reyes

14-Inch Mill: Frank Lopez
David Clark
Kenneth Smith
John Burgess
Paul Blackburn

24-Inch Mill: Lonnie Dillow
Quinn Bruns
Chuck Turner
Leon Creekpaum
Abe Estrada
Ron Harrison
Harold Harris
Kenny Mitchem

Primary: Calmar Watson
Francisco Aguilar
Joseph Lopez Jr.
Ricky Ricketts
Gary Campbell
Robert Fielding Jr.
Daniel Willstead
Pascual Garcia Jr.
Jerry Holder
Randy Betts
Ernest Berkey Jr.
Larry Tichler
Robert Kennard
David Fitzpatrick
Ronnie Quimby
Robert Garza
Michael Dennis
Roger Clayton
David Rockwell
Darin Heffelfinger

Scrap/Mobile Eq.: Ralph Lamb
Douglas Stern
Stanton Wenger

MARCH

Drawing Room: Mark Heeren
Walter Miller
Arthur Zinke
Mike McDuffy

Galvanizer/Agri: Richard Andrews
John Wheat
Robert Schmidt
Robert Jones

Plt. 1 Maintenance: William Schwab
Thomas Maxwell
Robert Sisson
Jimmy Eller

Nail Room: Duane Cordes
Kim Nguyen
Mark Brown
Christopher Tabor

Initiation Program

Plant 1 Shipping:	Steve Denning Jeff Tiesman Mike Persinger James Bellini	Pt. 1 Maintenance:	Dennis Hammes Jose Rodriguez Frank Yaklich Steve Knaple
Plant 4:	Barry Tillman Larry Elgin Tim Mewhirter James Rumley	Nail Room:	Richard Irion Jr. Don Shehorn Ed Cedro Rogerio Cantu
Service & Support:	Johnny Whitman Michael Lubbs Kenny Trobaugh Clyde Wentling Ronald Bruder Timothy Lauff Pete Dunn Donald Moore	Pt. 1 Shipping:	Robert Bopes Thomas Staples Loy Clevenger Al Johnson
12-Inch Mill:	Brett Martin Scott Forward	Plant 4:	Mauro Marruffo Joseph Wainscott Donald Richards Wallace Hartman
14-Inch Mill:	Jose Balderas Mel Reglin John Johnson Reginaldo Gomez Thomas Cornwell	Service & Support:	Eddie Morse Michael Bryan Roger Pettorini Larry Irwin Michael Farmer John Teske Robert Walker Raymond Wisneski
24-Inch Mill:	Shawn Porter Charles Turner Richard Dykstra Alberto Garcia Jim Mallicoat	12-Inch Mill:	Robert Wolfe Mark Ross
Primary:	Michael Fortney Evan Diedrich Bonnie Anderson James Thielen Ronald Erickson John Espinoza John Hibbard Mark Gragert Clare Peska Richard Snapp Ramon Bernal David Attig William Doering Manuel Rascon Thomas Kyger Michael Amesquita Harold Grimes Darin Heffelfinger Ray Pope John Masini	14-Inch Mill:	Joseph Porter Robert Carbaugh Michael Young Ty Duncan Thomas Blackburn
Scrap/Mobile Eq.:	Peter Razo Bobby Knox Daniel Nuttal	24-Inch Mill:	Randy Johnson Charles Turner Richard Decker Ed Cook Richard Dykstra Pat Downie David Shearer Manuel Ramirez Harlan Meinsma Louis Guerrero Dennis Knapp Roger Maxwell Dennis Staats John Reifsteck Timothy Hodgson Kenneth Shawver Clifford Golden Michael Goessman John Gonzales Robert Fordham Marvin Finkle Duane Vanderlaan Gerald Potts Harold Hansen Vern Smoot Miniel Guadalupe James Moorehead Geronimo Rodriguez
Drawing Room:	APRIL Vernon Ellis II Tim Nehr Korn Steve Grimes Jubencio Manzano	Primary:	Louis Guerrero Dennis Knapp Roger Maxwell Dennis Staats John Reifsteck Timothy Hodgson Kenneth Shawver Clifford Golden Michael Goessman John Gonzales Robert Fordham Marvin Finkle Duane Vanderlaan Gerald Potts Harold Hansen Vern Smoot Miniel Guadalupe James Moorehead Geronimo Rodriguez
Galvanizer/Agri:	Robert Claxton Garnett Stevens Jr. Gary Dunaven Pete Shore	Scrap/Mobile Eq.:	Larry Boucher Bobby Knox Larry Cervantes

Need a Lift?

The top 6 reasons people don't ask for help when lifting...and why each reason is a one-way ticket to back problems.

At Mayo Clinic and other hospitals, they're using a new approach to lifting patients, and now injuries are dropping drastically. It's called a *Lifting Team* - a group of workers who go around lifting together and saving their backs in the process.

But lifting teams aren't only for hospitals. How often have you heard, "If you need help lifting something, get help!" Though that's common sense, there are many people who avoid getting the right help at the right time. Recognize any of them in yourself?

'I Can Do It Myself.' Whether it's doing dishes or scaling Mount Everest, these folks hate to ask for help. **Solution:** Practice in the mirror, saying, "Hey could you lend a hand?"

'I Want To Do It Myself.' When ego rules over brains, the results can flatten you out. **Solution:** Ask yourself how strong or impressive you'd look by risking your back going out.

'Forever 20.' After wrenching his back from a solo lift, this guy typically says, "I don't get it - I used to be able to do it myself." **Solution:** Factor in your age, physical shape, and potential for trouble before lifting solo.

'Head-in-the-clouds.' Someone who chronically takes an unrealistic approach sounds like this. "Oh, it's nothing," or "It doesn't look that heavy." **Solution:** Give yourself a full minute to evaluate each load before touching it. Unsure? Ask a co-worker, "Should I get help for this?"

'Mr. (or Ms.) Impatient.' "No one else was around, so..." So you did it yourself? **Solution:** Reworking, "No one was around, so...I went and found someone (or waited until help arrived)."

'Guilty Complex.' "I should be able to lift that object (or 30-pound gorilla myself...)" Who says? **Solution:** Before you lift with guilt, remind yourself how much guiltier you'd feel if you were sidelined with a sore back.

Northwestern Record Breakers

Records continue to fall as individuals, departments, and in some cases entire plants combine their efforts to reach these new marks. Congratulations to all these hard working individuals!

Plant 1 -Drawing Rm (28 MacBee)
.104
30,650 lbs. -February 24, 1998 (11-7)
Eric Sodaro
Old Record -29,960 lbs., March 5, 1997

Plant 1 -Straight/Cut (all machines)
58.8 tons -March 25, 1998 (all shifts)
Vernon Gould
Robert Livingston
Richard Nelson
Walter Miller
James Rodriguez
Old Record -51.5 tons, March 16, 1998

Plant 1 -Drawing Room (29 MacBee)
29,130 lbs. -April 7, 1998 (7-3)
Paul Pack
Established New Record

Plant 1 -Drawing Room (28 MacBee)
.093
20,250 lbs. -April 8, 1998 (7-3)
Paul Pack
Established New Record

Plant 1 -Drawing Room (28 MacBee)
.089
20,770 lbs. -April 14, 1998 (7-3)
Eric Sodaro
Old Record -18,310 lbs., May 9, 1990

Plant 1 -Drawing Rm(28&29 MacBee)
.089 & .147
67,840 lbs. -April 14, 1998 (7-3)
Eric Sodaro
Old Record -55,610 lbs., June 8, 1993

Plant 1 -Drawing Rm (29 MacBee)
.147 Galv.
47,070 lbs. -April 14, 1998 (7-3)
Eric Sodaro
Old Record -42,210 lbs., October 4, 1993

Plant 1 -Drawing Rm (28 MacBee)
.089
22,080 lbs. -April 22, 1998 (11-7)
Paul Pack
Old Record -20,770 lbs., April 14, 1998

Plant 1 -Drawing Rm (41 Bull Block)
.225 Galv.
31,910 lbs. -May 25, 1998 (3-11)
Eric Schier
Old Record -28,800 lbs., August 22, 1997

Best Wishes to Many NWSW Retirees

The following employees have announced their retirements. The *Lightning Bolt* congratulates those employees listed below for their years of service to the Company.

APRIL

Angelo Garza Jr., Plant 2 Pipe Shop, 39 years.
Richard Beyer, Plant 3 Pipe Shop, 38 years.
Eldon Williams, Rewind Shop, 38 years.
Wayne McKenna, WP Machine Shop, 37 years.
Kenneth Nusbaum, EP Tractor Shop, 37 years.
Henry Heckman, Carpenter Shop, 36 years.
Julio Garcia Sr., Cleaning House, 35 years.
Herman Rodriguez, Plant 2 Crane Mechanic,
35 years.
John Rubright, EP Millwright, 35 years.
David Hurd, Rewind Shop, 34 years.
Allan Johnson, 14-Inch Weld, 33 years.
Steven Shipman, Caster Mechanical, 33 years.
William Thompson, 12-Inch Mill, 33 years.
David Allen, Brickmasons, 30 years.
David Burnstine, Plant 4 Millwright, 30 years.
Michael Kinmon, WM Electrical, 30 years.
Jerry Steele Sr., Brickmasons, 30 years.
LaVonne Pennington, EP Shipping, 28 years.
Robert Ager, Plant 2 Cranes, 24 years.
William Forbes, Plant 2 Weld, 24 years.
Howard Hageman, 14-Inch Finishing, 24 years.
Gene Hartman, Plant 2 Millwright, 10 years.

MAY

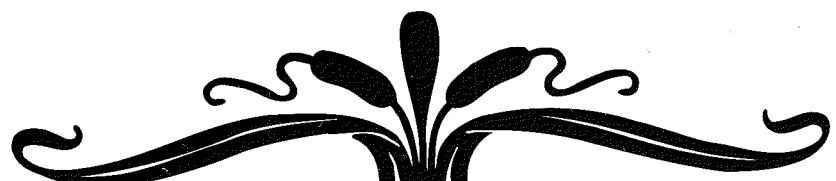
Jose Olalde, Brickmasons, 50 years.
Evan Kuhlemeier, RF Weld, 39 years.
Gary Rude, 24-Inch Mill, 39 years.
Herbert Asbury, Plant 2 Weld, 38 years.
Bill Duncan, 12-Inch Finishing, 37 years.
Terry Williams, Plant 2 Machine Shop, 37 years.
Bruce Carr, Plant 2 Cranes, 36 years.
Jim Seavey, Carpenter Shop, 36 years.
Richard Card, Scrap Yard, 35 years.
Frank Dubiel, WM Shipping, 35 years.

MAY cont.

Frank Miller, Electric Furnace, 35 years.
Marion Nerstheimer, Gen. Millwright, 35 years.
Clare Peska, Caster, 35 years.
Jack Skrogstad, Conditioning Yard, 34 years.
William Bardo, Millwrights, 33 years.
Ronald Bucher, Roll Shop, 33 years.
Ray Claxton, Gen. Millwright, 33 years.
Raul Leal, Electric Furnace, 33 years.
Rolland Lindsay, RF Machine Shop, 33 years.
Jackie Woosley, Pipe Shop, 33 years.
Louis Frieberg, EP Millwrights, 32 years.
Gerald Potts, Brickmasons, 32 years.
Bonnie Anderson, Brickmasons, 31 years.
Reynaldo Cavazos, Galvanizer, 31 years.
Doug Harms, 12-Inch Mechanical, 31 years.
Elmer Last, Gen. Millwright, 31 years.
Robert Fordham, Electric Furnace, 30 years.
Keith Meiners, WM Inspection, 30 years.
Jimmy Mitchem, Caster, 30 years.
Charles Reynolds, RF Tractor, 30 years.
Donald Richards, Millwrights, 30 years.
Bev Farwell, Human Resources, 28 years.
Eugene Richardson, Guard, 25 years.

JUNE

Charlie Aldridge, Plant 2 Electrical, 38 years.
Salvador Velazquez, 14-Inch Finishing,
26 years.
William Free, Carpenter Shop, 30 years.
Carl Crane, Plant 2 Weld, 33 years.
Stanley Hodge, Plant 2 Machine Shop, 30 years.
Ken Kokott, RF Shipping, 35 years.
Richard Irion, WM Shipping, 32 years.



Let's Talk Environmental

(An ongoing section highlighting the Environmental Department and environmental issues.)

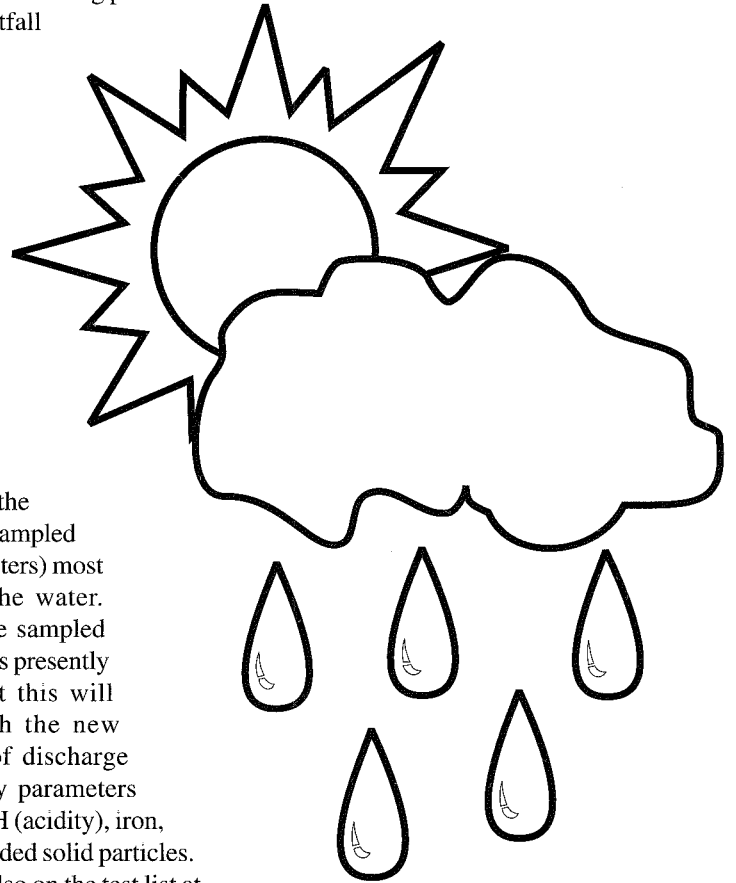
Northwestern Steel and Wire Company, like other major industries, uses millions of gallons of water each day. Much of that water comes from our on-site cooling ponds and is reused many times. Some of the water comes from our five deep wells, which provide water for drinking and showering, as well as for use in process applications. These wells are 1600 feet deep, and use the same aquifer that Northern Illinois Water Corporation uses for Sterling residential water supplies. With water being brought into our system through our deep wells, the connection with the city water supply, rainwater, and even occasionally from the Rock River, there is a constant need to discharge water to the river.

Northwestern has five discharge points (called outfalls) for process water, and about 25 outfalls for stormwater run-off to the river. These outfalls are all listed on the water discharge permit granted by the Illinois Environmental Protection Agency (IEPA). This permit is issued under the National Pollutant Discharge Elimination System (NPDES), and must be renewed every five years. NWSW applied for renewal of its permit last year and we just recently received the draft of the new permit from the IEPA. We expect to have the final permit sometime this summer.

The present outfall points to the river are identified by three-digit numbers. Outfall 001 is the discharge point for water from the East Plant wastewater treatment plant. Outfall 002 discharges from the West Plant wastewater treatment system. Outfall 004 discharges

excess water from the main cooling pond near the 24-Inch Mill, and Outfall 005 is an emergency pond overflow, used only when the pond could flood from heavy rains. Outfall 006 is an occasional discharge of stormwater from our landfill. Most of the other outfalls are for stormwater, and only discharge during storms.

Prior to discharge to the river, the waters must be sampled for contaminants (parameters) most likely to be found in the water. Outfalls 001 and 002 are sampled every week. Outfall 004 is presently sampled every day, but this will change to weekly with the new permit. Each sample of discharge water is tested for many parameters including temperature, pH (acidity), iron, lead, zinc, oil, and suspended solid particles. Copper and chrome are also on the test list at some outfalls. For each parameter, the permit tells how much is allowed to be discharged. Northwestern must submit a monthly report to the IEPA for all outfalls to tell how much of each parameter has been discharged. By staying within the limits of our permit,



Northwestern can be sure that its water discharges do not impact the water quality of the Rock River. After all, many of us are fishermen too.

UNITED WAY

Sterling - Rock Falls

1998 KICK-OFF

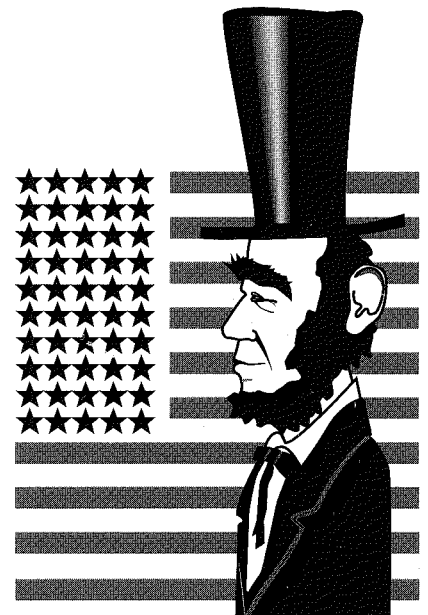
Sunday
August 30

5K Run

Volleyball

Chili Cook-off

Watch for additional information in the near future.



Northwestern Employee Anniversaries

Many employees will be celebrating anniversaries with Northwestern. The *Lightning Bolt* congratulates those employees listed below for their years of service to the Company.

FEBRUARY

25 Years

Stanley Loechel, 2/27/73, Electric Furnace.

APRIL

Jose Olalde, 4/24/48, Brickmasons.

35 Years

Kenneth Boesen, 4/8/63, Production Control/Inventory Control.

John Hall, 4/8/63, Electric Furnace.

Gary Brown, 4/9/63, 12-Inch Mill.

Martin Chavez, 4/9/63, Plant 2 Welders.

Byron Grassnickle, 4/11/63, Trial Crew West.

Dennis Hammes, 4/15/63, WM Millwrights.

Kenneth Thrower Sr., 4/15/63, Electric Furnace.

Allen Harden, 4/22/63, Cleaning & Coating.

Kenneth Kokott, 4/29/63, RF Shipping.

Ronald Munz, 4/29/63, Trucks.

30 Years

Larry Meyer, 4/12/68, Scrap Yard.

Rudolph Galvan Jr., 4/14/68, Brickmasons.

Tony Morales, 4/16/68, Plant 2 Crane Mechanics.

Richard Manon, 4/22/68, Billet Caster.

Robert Sisson, 4/23/68, WM Millwrights.

Robert Fordham, 4/23/68, Electric Furnace.

Charles Reynolds, 4/29/68, RF Shift Tractor.

James Hale, 4/17/68, Safety & Security.

Rosamarie Merced, 4/22/68, Data Processing.

Milton Wolber, 4/30/68, RF General.

25 Years

Cecil Scanlan, 4/2/73, Furnace Cranes.

Michael Gray, 4/2/73, 12-Inch Mill.

Richard Anderson, 4/2/73, 14-Inch Finishing.

Robert Adams, 4/2/73, Barb Wire.

Robert Lindsay, 4/2/73, 14-Inch Mill.

Guy Covell, 4/4/73, 24-Inch Mill.

Arden Meyer, 4/4/73, 24-Inch Shipping & Finishing.

Franklin Bernal, 4/4/73, 12-Inch Mill.

Gary Magill, 4/4/73, WM Millwrights.

25 Years (cont.)

James Measimer Jr., 4/4/73, Wire Galvanizer.

Larry Elgin, 4/4/73, RF General Works.

Mark Martin, 4/4/73, 24-Inch Mill.

Larry Skrogstad, 4/5/73, Billet Caster.

Alberto Montiel Jr., 4/7/73, 24-Inch Shipping & Finishing.

Allen Reece, 4/7/73, WM Millwrights.

Kenneth Braasch, 4/9/73, WM Millwrights.

Dennis Blevins, 4/10/73, Plant 2 Millwrights.

Dwight Pearce, 4/10/73, Furnace Cranes.

John Kram, 4/10/73, 14-Inch Shipping.

Michael Beck, 4/10/73, Plant 2 Crane Mechanics.

Ramon Bernal, 4/10/73, Plant 2 Pipefitters.

Robert Holloway, 4/10/73, WM Drawing.

Christopher Snodgrass, 4/12/73, Netting.

Michael Shirley, 4/12/73, Electric Furnace.

Henry Fischbach, 4/15/73, Plant 2 Electrical.

Randy Conkling, 4/15/73, Plant 2 Crane Mechanics.

Thomas Meisel, 4/15/73, 14-Inch Mill.

John Hurley, 4/16/73, Clerical.

Larry Wyatt, 4/20/73, Bale Tie.

Robert Olson, 4/23/73, WM Millwrights.

Michael Bryan, 4/24/73, Plant 2 Machine Shop.

Dennis Eshleman, 4/26/73, Nails.

20 Years

Mary Kay McCue, 4/3/78, Employment.

Frank Murphy, 4/15/78, Quality Assurance.

Robert Eddinger, 4/15/78, Plant 5 Mechanical.

Donald Schoaf, 4/19/78, Caster.

Gerald Schlegel, 4/19/78, Electric Furnace.

Craig Wolfe, 4/16/78, Trucks.

Dale Dace, 4/23/78, Trucks.

Terry Hockman, 4/24/78, Trucks.

Bernard Donovan, 4/30/78, Nail Galvanizer.

Martin Bollman, 4/30/78, 24-Inch Shipping & Finishing.

Ronald Conklen, 4/30/78, Plant 2 Millwrights.

15 Years

Ronald Beatty, 4/2/83, Nails.

George Burks, 4/3/83, Scrap Yard.

Michael Vasquez, 4/5/83, Scrap Yard.

Jesus Valdez, 4/21/83, 24-Inch Mill.

Steven Hadaway, 4/21/83, Electric Furnace.

Michael Terveer, 4/28/83, 12-Inch Finishing.

Dennis Beck, 4/29/83, Plant 3 Millwrights.

10 Years

David Sinderman, 4/25/88, WM Electrical.

MAY

40 Years

Leroy Holloway, 5/12/58, RF General.

Evan Kuhlemier, 5/30/58, RF Millwrights.

35 Years

Francis Kierczynski, 5/2/63, Machine Shop.

John Eirschele, 5/22/63, Electric Furnace.

30 Years

Steven Urrutia, 5/1/68, Furnace Cranes.

Luis Silva, 5/7/68, Plant 5 Pipefitters.

William Guinn, 5/9/68, Scrap Yard.

Evelio Pena, 5/15/68, Scrap Yard.

Terry Pierce, 5/25/68, Billet Caster.

Michael O'Brien, 5/26/68, Furnace Cranes.

Tom Walker, 5/26/68, Scrap Yard.

Michael Seidel, 5/28/68, WM Millwrights.

Mario Segura, 5/29/68, Trial Crew West.

20 Years

Benito Garcia, 5/2/78, Cleaning & Coating.

Wesley Hughes, 5/5/78, WM Drawing.

Brock Shelley, 5/7/78, Trucks.

Michael Capp, 5/7/78, Electric Furnace.

Gary Morgan, 5/8/78, 24-Inch Mill.

Ronald Reppe, 5/8/78, Plant 3 Pipefitters.

Clifford Witherow, 5/10/78, Roll Thread.

Rick Burge, 5/10/78, Furnace Cranes.

Daniel Menchaca, 5/15/78, 24-Inch Mill.

Daniel Blum, 5/22/78, Clerical.

Thomas Henkel, 5/28/78, Plant 2 Electrical.

Stephen Rourke, 5/29/78, Trucks.

William Pennington, 5/29/78, WM Shipping.

Timothy Canady, 5/31/78, Plant 2 Millwrights.

15 Years

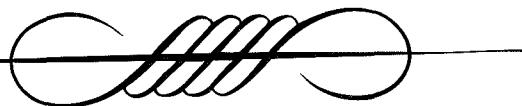
Everett Howard, 5/3/83, 12-Inch Mill.

Bobby Kibodeaux, 5/4/83, Plant 5 Electrical.

David Gardner, 5/5/83, Trial Crew West.

Santos Rodriguez, 5/5/83, Electronics.

John Bertolozzi, 5/17/83, Nails.



Anniversaries (cont.)

JUNE

35 Years

Richard Nolan, 6/9/63, Partnership.

30 Years

Arnulfo Lerma, 6/3/68, Billet Yard.
Phillip Smith, 6/3/68, Billet Caster.
Homer Salmon, 6/4/68, 12-Inch Mill.
Donald Simpson, 6/5/68, HR Sales.
James Anselmo, 6/9/68, Trial Crew West.
Richard Kradle, 6/16/68, Billet Caster.

25 Years

Donald Topp, 6/4/73, Furnace Cranes.
Gregory Johnson, 6/4/73, Plant 2 Electrical.
Robert Angier, 6/4/73, Trial Crew West.
Joseph Porter, 6/5/73, Plant 5 Pipefitters.
Thomas Biller, 6/11/73, Barb Wire.
John Lewis, 6/12/73, WM Drawing.
Calvin Hermes, 6/14/73, 14-Inch Finishing.
Arthur Cardwell, 6/15/73, WM Drawing.
David Dravis, 6/15/73, Electronics.
Terrence Batten, 6/18/73, WM Shipping.
Terry Tichler, 6/21/73, 12-Inch Mill.
John Blum, 6/22/73, Furnace Cranes.
Michael Fliss, 6/22/73, 12-Inch Mill.
Elbert Shaw, 6/25/73, Plant 3 Pipefitters.

20 Years

Alvin Russell, 6/5/78, Plant 5 Millwrights.
Nelson Vasquez, 6/5/78, 14-Inch Finishing.
Brian Sheley, 6/6/78, Scrap Yard.
Hector Valdez, 6/6/78, 24-Inch Mill.
Daniel Rodriguez, 6/8/78, Plant 2 Electrical.
Terry Cook, 6/12/78, Trucks.
Laura Thompson, 6/19/78, 14-Inch Mill.

15 Years

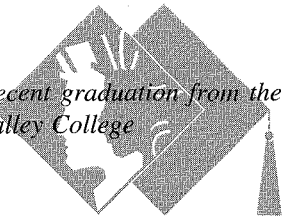
Timothy Sheley, 6/3/83, Scrap Yard.
James Anning, 6/16/83, 14-Inch Shipping.

10 Years

Colleen Stauffer, 6/16/88, Data Processing.
Glenn Luther, 6/13/88, Plant 2 Millwrights.
Tommy Nielsen, 6/13/88, 14-Inch Shipping.
Charles Martin, 6/14/88, Trucks.
Donald Gapinski, 6/14/88, 24-Inch Mill.

Kudos to Graduates!

Congratulations to all graduates pictured below for their recent graduation from the Multi-Craft and Electrical Training Programs offered at Sauk Valley College



Multi-Craft Graduates



Graduating March 31, 1998, and pictured L to R are Jack Leathers, Raul Garza, Steve Hadaway, David Miller, John Hibbard, Mark Gragert, Joe Porter.



Graduating May 19, 1998, and pictured L to R are Leland Downs, Glen Luther, Mike Capp, Dave Bowman, Bill Brown, Tim Canady, Mike Modler, Jerry Franna (Instructor).

Electrical Graduates



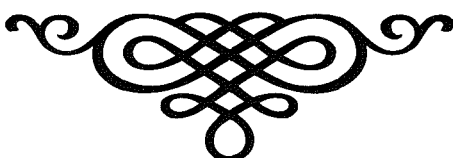
Graduating May 22, 1998, and pictured front row L to R are Randall Witmer, Derrick Lamb, Larry Bell, Jared Zinke, Back: Merle Heckman (Training Coordinator), Marty Cooper, Ron Happach (Instructor), Darin Heffelfinger, Steve Hart, Andy Moore (VP-Human Resources), Miles Gladhill.

Congratulations!

David Long, Environmental Manager, was recently reelected to a three-year term as Chairman of the Whiteside County Local Emergency Planning Committee (LEPC). The LEPC has developed the County Plan for responding to chemical emergencies.

Dave represents Northwestern on this committee. His participation illustrates the Company's continued involvement in the community.

Congratulations, Dave, on your recent reelection!



Can You See the Importance of Safety Glasses?

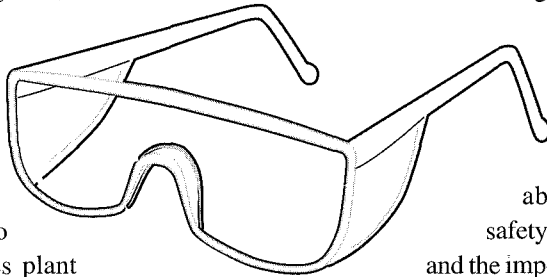
Four hundred sixty-five (465) eye injuries occurring over a two-year period prompted a safety partnership team into further investigation. That investigation revealed the major contributing factor of those injuries to be poor fitting safety glasses and employees not wearing their safety glasses.

The team performing the investigation consisted of Alan Beggerow, Randy Conkling, Debra Decker, Dennis Eshleman, Bob McKenna, Chad Peppers, and Bob Wolfe. Their problem statement was, "How to reduce the eye injuries plant wide by improving the quality, comfort and protection of our eyewear."

The team researched the many different styles of safety glasses on the market and selected seven styles that provide the highest quality, comfort and protection available. In addition to the three styles previously offered, four new styles were added to the line - all OSHA approved and very stylish.

In making their selection, the team felt that style and color might enhance the use of safety glasses. After investigating many brands, they felt their final selections not only fit the category of being stylish, but also ranked high in quality OSHA approved safety

eyewear. Their selections include "Guard-Dogs" from U.S. Safety, and "Nassau's" from Cabot. Guard-Dogs offer three sporty styles of wrap around eyewear - Bones, Purebreds, and Vented Purebreds. These three styles combine greater eye region protection with comfort and definitely style. Nassau's offer nine choices of colors in a popular style frame.



After making their presentation to the JAC, the team set out to make presentations to employees about the types of safety eyewear available and the importance of wearing safety eyewear to prevent eye injuries. The team set a goal to inform 90% of all employees in 90 days. They successfully met with 1352 employees, or 79%. Team Implementation Coordinator Bob McKenna stated, "Although this number falls short of the team goal of 90%, the team feels they have done an excellent job getting the word out to the employees."

The actions and commitment of this team should reduce the number of eye injuries among Northwestern employees. They urge everyone to take care of their eyes. Safety glasses can be replaced, but you only get one pair of eyes.

New Choices in Safety Eyewear!

Protect your eyes without skimping on style.

Guard-Dogs by U.S. Safety are similar to Oakleys and come in three popular styles



Bones

A clear sporty wrap-around lens with Patented Elemental Deflector (foam) based at top of lens, with protection you expect from quality safety eyewear.



Purebreds

Same sporty wrap-around lens as "Bones," except has foam running parameter of lens to keep pesky airborne particals out of your eyes. Lightweight and comfortable. Purebred Guard-Dogs come with a leash for extra security.



Vented Purebreds

Ditto of "Purebreds," only difference is vented foam.

Nassau's are made by Cabot Safety Eyewear

Nassau's

Quality safety eyewear with a popular style frame offered in nine choices of colors.

PICNIC

Annual NWSW Retiree Picnic



The annual retiree picnic will be held at Nims Park in Rock Falls on Saturday, July 18, at 1:00 p.m. All retirees and employees of Northwestern and their families are invited to attend.

Please bring your own meat, table service and a dish to pass. Coffee will be furnished.

NWSW Receives Grant

The State of Illinois's Department of Commerce and Community Affairs (DCCA) has awarded a grant not to exceed \$37,096 to Northwestern Steel and Wire Company. According to Merle Heckman, Training Coordinator, grant monies will be used for training multicraft and electrical employees.

The grant will help pay for the employee's tuition and books at Sauk Valley Community College, in-house safety and welding training, and training at the Whiteside Area Vocational Center. Training methods used at Sauk and the Vocational Center are lecture, film, overheads and hands-on lab work. The training in the Partnership Program includes lecture, films, group participation exercises and open communication. All training is developed or approved by the Joint Company-Union Committee.

In the grant application, Heckman explained that the objective of the program is to train employees in the skilled trade areas, so when Northwestern employees retire there will be qualified employees to take their place. Supervisors evaluate each trainee by their work performance in their departments, and

there is a joint Company-Union Training Committee that evaluates the overall progress of the program.

Heckman, who worked on the grant application for approximately three months, said this is the first DCCA grant the mill has received in several years, although they had been received in the past. He feels the awarded grant means that Northwestern's programs are acceptable to the state, and DCCA recognizes "We are doing a good job."

Hundreds of other companies were also in competition for the grant, which was awarded March 1. DCCA and the state review the various applications and award the money for the Illinois Industrial Training Program, which is through the Department. Grants are awarded each fiscal year, which runs from July 1 through June 31.

Heckman said he had applied for about \$225,000. This year's grant application will ask for approximately that same amount. Heckman started working on the 1998-99 grant in May. His goal is to get enough funds to do intermediate/advanced training.

The following criteria are used to review all applications for funding under the DCCA Program:

- Average wage rate of trainees.
- Capital investment per trainee.
- Value added for specific industry.
- Company exporting products outside Illinois.
- Applicant adversely affected by foreign competition.
- Performance under previous grants.
- Applicant has identified specific and measurable training objectives.
- Quality of application and training program.
- County unemployment rate.
- Located in state-designated enterprise zone.
- Illinois based company.
- DCCA-targeted industry cluster.

Be a Master Gardener With Your 401(k)

Have you ever thought of your 401(k) Retirement Plan as a garden? Consider this.

Like a seed, your invested money has a potential for growth.

When you save and invest a little from each paycheck, you increase the opportunities for a bountiful harvest in your retirement. Your 401(k) Plan provides a convenient way to save for your future and make those savings grow through your investments.



401(k) tax advantages provide fertile ground for increasing the value of your investments.

You can benefit tri-fold. First, your 401(k) contributions are put into your account

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What Happens When You Miss A Planting Season?

Are you still contemplating planting money into a 401(k) account? Are you thinking, "maybe I'll wait until next year?" Here are over 37,000 reasons why you shouldn't wait.

Assume you're 30 years old and you wait one year to participate in a 401(k) Plan to which you might contribute \$2,000 per year over a 35 year period, earning an estimated average of 9% annually. You would earn \$37,456 less simply because of your one-year delay.

Regardless of your age, time is money. The earlier you begin to save and invest, the greater the effect of your earnings. The longer you wait, the less opportunity you have to make your money work hard for you.



Spreading the Word About Partnership

Officials from Northwestern Steel and Wire and United Steel Workers of America (USWA), Local 63 spoke about the importance of Partnership at the Illowa Chapter Employee Assistance Professionals Association (EAPA) Conference on March 6 in the Jumer's Castle Lodge, Bettendorf, Iowa.

Theme of the conference was "Partnering to Enhance Workplace & Family Relationships." Keynote speaker was Tom Gildehaus, Chairman and Chief Executive Officer, whose topic was "Partnering for a Better Future." He introduced the concept of Partnerships in an industrial surrounding and explained that Northwestern is currently working under a Partnership agreement with the USWA. His speech helped set the stage for the remainder of the day's sessions.

Also attending from Northwestern was Jim Gallentine, Manager of EAP/Partnership, who gave the welcome and chaired the day's events. In his introductory remarks, Gallentine gave an overview of regional and national trends in the Employee Assistance Field. As President of the Illowa Chapter EAPA for the past two years, he is now serving on the Executive Committee. Gallentine was recognized with a plaque that reads, "Thank you for your dedicated service to the Illowa Chapter."

Art Gillihan, President of the United Steelworkers of America (USWA), Local 63,

who had attended the National EAPA Conference in Baltimore last fall, was presented with a plaque the night before the conference. It reads, "In recognition of your dedication, service, and continuous leaderships in the Department of Labor Relations." As a member of the Labor Committee, Gillihan has presented information at the last two conferences.

Also present were Ken Ronzone, Partnership Coordinator from Northwestern, and Rich Nolan, Partnership Coordinator from Local 63, who led a workshop entitled, "Partnering to Enhance Workplace and Family Relationships." Their topic dealt with the success of Partnership at Northwestern and its inner workings.

Besides presenting a brief history on Northwestern and USWA Local 63, the two men explained the need for Partnership, the old way of doing business, the new way and how to get there from here. The Partnership Mission Statement, objectives and the role of leadership were also discussed.

Ronzone feels the most important emphasis to come out of the two-hour presentation was the need for partnering change. Both of the Partnership Coordinators were surprised at the number of questions asked concerning Partnership, its strategy and concept. Ronzone said officials of the Rock Island Arsenal and the Union had some very

good questions.

As part of the positive feedback they have received, two representatives from MidAmerican Energy came to Northwestern on March 19 to meet with Nolan and Ronzone.

Although the concept of Partnership has been around since the early 1980's, Partnership is just coming into its own. Gillihan feels that Partnership and EAP just naturally go together. Both he and Gallentine emphasized the importance of these conferences to facilitate spreading the word about Partnership.

With 40 chapters in Iowa and Illinois, this fourth annual EAPA Conference was sponsored by Northwestern; Alcoa; Bandag Inc.; Deere & Co.; HON INDUSTRIES; the International Brotherhood of Electrical Workers, Locals 109 and 1379; MidAmerican Energy; United Steelworkers of America, Locals 63 and 105; and the United Auto Workers, Local 434.

Workshops also focused on safety along with traditional workplace and family issues. Other topics of the day's sessions were "Personal Needs of Employees in the Next Century," "Partnering for Safety," and "Couples Counseling Healing Partnerships." These sessions talked about working with employees and companies, childcare in today's society, and family relationships. Gallentine explained these concepts will work to develop policies for companies into the 21st Century.

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before income taxes are withheld, so every dollar you put into the Plan will lower your taxable income. This lowers your taxes now. Secondly, your account accumulates during your working years, when your income tax rate is higher. You will be taxed only at the time of withdrawal. If that's during your retirement, chances are you'll be in a lower tax bracket. Third, when those valuable pretax dollars are invested, they can increase in value over time.

The flowering of your 401(k) investment is a result of your dreams and your efforts.

Like a careful gardener who plans and tends to his garden, you are in control of your financial landscape. You decide what to plant and where - how much money you put into your 401(k) account and how you invest it.

And, the more you tend to your investment strategies - making sure they meet your immediate and long term goals - the more confident you can be that your account will satisfy the needs of your future.

Watching your 401(k) investment grow provides you with a well-deserved sense of satisfaction. It gives you the confidence to plan for a retirement that will yield a bountiful harvest of your financial efforts.

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